



RESOLUTION NO. U-11584

1 A RESOLUTION related to collective bargaining, authorizing the execution of a
2 Letter of Agreement between the City of Tacoma and Teamsters Local
3 Union No. 117, General Unit.

4 WHEREAS the City of Tacoma ("City") and Teamsters Local Union No.
5 117, General Unit ("Union"), have negotiated a proposed Letter of Agreement
6 ("Agreement"), and

7 WHEREAS the proposed Agreement provides for the creation of a new
8 classification to be titled Hydro Park Aide, and

9 WHEREAS the classification will be represented by Teamsters Local
10 Union No. 117, General Unit, for the purposes of collective bargaining, and

11 WHEREAS the classification will be created as classified, designated as
12 overtime category "A", with a 2025 three-step pay range of \$21.70 to \$23.93 per
13 hour, and

14 WHEREAS rates of pay for the classification will be adjusted by the
15 same percentage agreed to by the parties for the classification of Laborer (CSC
16 50010) for 2026 and any additional years of the collective bargaining
17 agreement, and

18 WHEREAS all other terms and conditions for the classification will be
19 consistent with the current collective bargaining agreement, and

20 WHEREAS it now appears in the best interest of the City that the
21 proposed Agreement negotiated by the Union and the City be approved; Now,
22 therefore,
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24 BE IT RESOLVED BY THE PUBLIC UTILITY BOARD OF THE CITY OF TACOMA:
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That said proposed Letter of Agreement between the City of Tacoma and Teamsters Local Union No. 117, General Unit, is approved, and the Council of the City of Tacoma is requested to concur in the approval and pass an implementing pay and compensation ordinance, and authorize the proper officers of the City to execute and implement the said Letter of Agreement substantially in the form on file in the Office of the Clerk of the Board, with the final form to be approved by the City Attorney's Office.

Approved as to form:

_____	_____
/s/	Chair
Chief Deputy City Attorney	_____
_____	Secretary
Clerk	Adopted _____



Board Action Memorandum

TO: Jackie Flowers, Director of Utilities

COPY: Charleen Jacobs, Utilities Director and Board Offices

FROM: Karen Short, Senior Human Resources Consultant
Dylan Carlson, Labor Relations Division Manager
Chris Bacha, City Attorney

MEETING DATE: February 11, 2026

DATE: January 27, 2026

SUMMARY:

A resolution recommending approval of a Letter of Agreement as negotiated with the Teamsters Local Union No. 117, General Unit, regarding a new classification of Hydro Park Aide.

BACKGROUND:

The resolution recommends approval of a Letter of Agreement (LOA) as negotiated with the Teamsters Local Union No. 117, General Unit. The Letter of Agreement will be scheduled for consideration by the City Council as a resolution on February 24, 2026.

The agreement provides for the creation of a new classification to be titled Hydro Park Aide. The classification will be represented by Teamsters Local Union No. 117, General Unit for the purposes of collective bargaining. The classification will be created as classified, designated as overtime category "A", with a 2025 three-step pay range of \$21.70 to \$23.93 per hour. Rates of pay for the classification will be adjusted by the same percentage agreed to by the parties for the classification of Laborer (CSC 50010) for 2026 and any additional years of the collective bargaining agreement. All other terms and conditions for the classification will be consistent with the current collective bargaining agreement.

ATTACHMENTS:

Letter of Agreement
Fiscal Impact Memorandum

CONTACT:

Karen Short, Senior Human Resources Consultant, (253) 254-8506
Presenter: Dylan Carlson, Labor Relations Division Manager, (253) 591-5609



TACOMA PUBLIC UTILITIES
 3628 South 35th Street
 Tacoma, Washington 98409-3192

To: Andy Cherullo, Finance Director
 From: Alex Yoon, Deputy Director of Administration, Management Services
 Date: January 23, 2026
 Subject: Fiscal Impact of Local 117 Teamsters General LOA New Hydro Park Aide Classification.

Background:

The City of Tacoma and the Teamsters Local Union No. 117 General bargaining unit have reached a tentative agreement for a Letter of Agreement. The City and the Union are Parties to a Collective Bargaining Agreement, effective January 1, 2023, through December 31, 2025.

The City has determined to create a new classification entitled "Hydro Park Aide".

The Hydro Park Aide will be classified, overtime category "A", and FLSA non-exempt. All other terms and conditions for the Hydro Park Aide classification will be consistent with the current CBA.

The resulting wage tables for the new classification will be as follows:

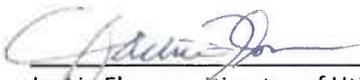
		2025 – Rate of Pay			2026 – Rate of Pay			
Code	A	Job Title	Step 1	Step 2	Step 3	Step 1	Step 2	Step 3
50050		Hydro Park Aide	\$21.70	\$22.79	\$23.93	\$22.35	\$23.92	\$25.12

Fiscal Impact:

Incremental Impact of New Classification				
Department & Fund	Classification	Budgeted FTE Change	Rate of Pay Change	2026 Impact
Tacoma Public Utilities				
4700 Power	Hydro Park Aide (50050)	-	\$0.68	\$1,683

The impact of the unplanned adjustment in 2026 will be absorbed by the respective department.

Concur:


 Jackie Flowers, Director of Utilities, CEO



LETTER OF AGREEMENT

Between

THE CITY OF TACOMA

and the

TEAMSTERS LOCAL UNION NO. 117 GENERAL UNIT

Date: _____

The City of Tacoma ("City") and Teamsters Local Union No. 117 General Unit ("Union"), collectively (the "Parties") enter into this Letter of Agreement ("LOA"). The City and the Union are parties to a Collective Bargaining Agreement, effective January 1, 2023, through December 31, 2025 ("CBA"), and are currently in collective bargaining for a successor agreement.

The City has determined to create a new classification entitled "Hydro Park Aide".

1. The Parties agree that employees in the classification of Hydro Park Aide (CSC 50050) will be represented by the Union for the purposes of collective bargaining.
2. The Parties further agree that for the purposes of calculating the 2026 rates of pay, the 2025 Step 3 rate of pay will be \$23.93/hour. For 2026, and any additional years of the successor agreement, the 2025 Step 3 rate of pay for the Hydro Park Aide will be adjusted by the same percentage (general wage increase and/or any market-based increase, if any) agreed to by the Parties for the Laborer (CSC 50010) classification for 2026 and any additional years of the successor agreement.
3. The Hydro Park Aide will be classified, overtime category "A", and FLSA non-exempt. All other terms and conditions for the Hydro Park Aide classification will be consistent with the current CBA.

2025 – Hydro Park Aide Rate of Pay					
Code	A	Classification	Step 1	Step 2	Step 3
50050		Hydro Park Aide	\$ 21.70	\$ 22.79	\$ 23.93
NOTE: For 2026, and any additional years of the successor CBA, Human Resources will calculate Steps 1 and 2 consistent with applicable sections of the Tacoma Municipal Code.					

The Parties intend to incorporate the Hydro Park Aide classification into the successor agreement to the current CBA at the next collective bargaining opportunity, at which time this LOA will terminate.

This LOA will be effective after Tacoma City Council approval, and is not to be used as precedent with respect to other collective bargaining agreements in other divisions or departments of the City or any other union.

For the City

For the Union

Jackie Flowers
Utilities Director

Date

Paul Dascher
Secretary-Treasurer

Date

